IN THE UNITED STATES DISTRICT COURT FOR THE NORTHERN DISTRICT OF TEXAS FORT WORTH DIVISION

EUGENIO VARGAS,

Plaintiff/Counterclaim
Defendant,

V.

ASSOCIATION OF PROFESSIONAL
FLIGHT ATTENDANTS, et al.,

Defendants/Counterclaim
Plaintiff.

APPENDIX IN SUPPORT OF PLAINTIFF'S MOTION FOR LEAVE TO FILE SECOND AMENDED COMPLAINT AND FOR JOINDER AND BRIEF IN SUPPORT

Plaintiff Robert "Bob" Ross, pursuant to Local Rules 7.1(i) and § C of this Court's Case Management Requirements, submits this appendix of supporting documents and of non-published cases cited in, and in support of "PLAINTIFF'S MOTION FOR LEAVE TO FILE SECOND AMENDED COMPLAINT AND FOR JOINDER AND BRIEF IN SUPPORT:"

<u>Item</u>	<u>Description</u>	Pgs.
1	Supporting Documents Referenced in Brief	1-14

Respectfully submitted, K.D. PHILLIPS LAW FIRM, PLLC

By: /s/ Kerri Phillips

Kerri Phillips

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ATTORNEY FOR PLAINTIFF

CERTIFICATE OF SERVICE

I certify that the true and correct copy of this document was sent to all counsel of record, hereunder listed via ECF Filing on this the <u>27th</u> day of September 2023.

/s/ Kerri Phillips Kerri Phillips, Esq.

Jeffrey Bartos Guerrieri, Bartos, & Roma, P.C. 1900 M Street, NW, Suite 700 Washington, DC 20036

Tel: (202) 624-7400; Fax: (202) 624-7420

Email: jbartos@geclaw.com

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Cmatts@apfa.org

James Sanford 4803 Gaston Avenue Dallas, TX 75249-1020 Tel: (214) 800-5111; Fax: (214) 838-0001

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From: Erik Harris <eharris@apfa.org>

Date: Thursday, October 22, 2020 at 12:14 PM

To: Officers < Officers@apfa.org>

Cc: Margot Nikitas < MNikitas@apfa.org>, Bill Osborne < BOsborne@osbornelaw.com>

Subject: FW: Memo for the Board and EC

Erik Harris

National Treasurer

Association of Professional Flight Attendants Office 817 540 0108x 8231 | Email charris@apta.org
The content of this email is intended solely for the recipient(s). It is not to be shared, forwarded or posted without the author's written consent.



From: Hal O'Neil <oneil@woodcpafirm.com> Date: Thursday, October 22, 2020 at 12:11 PM

To: Erik Harris <eharris@apfa.org>

Cc: Pam Bush <pbush@woodcpafirm.com> Subject: Memo for the Board and EC

Erik.....attached is the Board and EC Memo for your review. Also are the attached schedules for each officer. Please get back to me if this memo looks OK.

Thanks, Hal

Hal O'Neil, CPA Wood, Stephens & O'Neil, L.L.P. 6300 Ridglea Place, Suite #318 Fort Worth, TX 76116

Direct line - 817-886-3428

Firm tele. - 817-377-1700 (my extension #601)

Firm fax - 817-377-1870

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Attachments:	
APFA - Board and EC memo.pdf	79.7 KB
APFA - Vargas schedules A - C.pdf	112 KB
APFA - Dunaway schedules A - C.pdf	112 KB
APFA - Martin schedules A - C.pdf	113 KB
APFA - Ross schedules A - C.pdf	137 KB

Appendix 1

Wood, Stephens & O'Neil, L.L.P. Certified Public Accountants

6300 Ridglea Place, Suite 318 Fort Worth, TX 76116 Tele. 817-377-1700 Fax 817-377-1870

CONFIDENTIAL MEMORANDUM

MEMO TO:

APFA Board of Directors and the Executive Committee

FROM:

Hal O'Neil, CPA, Pam Bush

SUBJECT:

Review of officer disbursements and the Bob Ross transition agreement

DATE:

October 22, 2020

The current APFA officers, in consultation with the APFA staff attorney and outside counsel, requested that our firm review specific former officer expense reimbursements and payroll disbursements, as well as the payments arising from the Bob Ross confidential transition agreement. This informal engagement is substantially less in scope than an audit engagement, the objective of which would be the expression of an opinion regarding these specific disbursements. Accordingly, we do not express an opinion or any form of assurance regarding these disbursements. Our task under this informal engagement, was as follows:

- 1. To review the backup for the former officers' salary disbursement amounts from 2016 2018 and to determine these base salaries were calculated correctly and in compliance with the guidelines and pay rates stipulated in the APFA policy manual. Please see the enclosed schedule A for each officer.
- 2. To prepare an overpayment schedule of the accrued and unused sick, and accrued and unused vacation time payments made to Bob Ross in 2018, similar to the overpayment schedules we prepared previously for the other three officers. Please see the enclosed schedules B and C for each officer. These overpayment schedules for the other officers were previously provided to the Board of Directors. Please note the Bob Ross confidential transition agreement states that he will be paid all of his accrued and unused sick, and accrued and unused vacation time. This agreement doesn't specify that the payments be made in accordance with the policy manual guidelines. Consequently, these payments appear appropriate and in compliance with the transition agreement. This agreement also specifies reimbursement payments to him of up to \$10,000 in actual moving expenses. His moving expense reimbursement payments did not exceed this amount.
- 3. To assist the APFA accounting department staff in reviewing and organizing the various requested documents, as set forth in the flight attendants Chinery and Lee financial document request.

Please contact us should the Board of Directors or the Executive Committee have questions regarding our limited engagement.

Sincerely,

Hal O'Neil, CPA

A

Eugenio Vargas - National Treasurer Pay

105 hours paid monthly at the highest purser pay including international overide, per the policy manual.

Maximum flight attendant pay	60.13		
Purser Pay	7.50		
International pay	3.75		
	71.38	105 hours	7,494.90
Bi-monthly pay 4/1/16 - 12/31/16			3,747.45
Maximum flight attendant pay	61.33		
Purser Pay	7.50		
International pay	3.75		
	72.58	105 hours	7,620.90
Bi-monthly pay - 1/1/17 - 5/1/17			3,810.45
	91,450.80 Annual	salary	
	250.55 Dally rat	e for sick and v	acation
Maximum flight attendant pay	64.96		
Purser Pay	7.50		
nternational pay	3.75		
	76,21	105 hours	8,002.05
Bi-monthly pay - 5/2/17 - 12/31/17			4,001.03
	96,024.60 Annual s	alary	
	263.08 Daily rat	e for sick and va	ecation
Maximum flight attendant pay	66.26		
Purser Pay	7.50		
nternational pay	3.75		
	77.51	105 hours	8,138.55
Bi-monthly pay - 1/1/18 - 3/31/18			4,069.28
	97,662.60 Annual s	alary	
Ī	267.57 Daily rate	for sick and va	cation

^{*} Pay rates effective 4/1/16

^{**} Pay rates effective 1/1/17 - 5/1/17

^{***} Pay rates effective 5/2/17 - 12/31/17 (1.6% increase)

^{****} Pay rates effective 1/1/18 - 3/31/18

				В				
National Officer:	Eugenio	Vargas			_	- 1 -		
			Annual	D. 11				
			Salary	Daily amount (divide by 365)	Eligible			
			odiary	(divide by 303)	Days to pay	Payment		
Profit Sharing - 2016						2,435.07	(paid 3/10/17)	
Vacation Pay - 2017								
		\$	91,450.80	250.55	14	3,507.70	(paid 3/31/2017)	
Sick Pay - 2017								
		\$	91,450.80	250.55	12	3,006.60	(paid 3/31/2017)	
Data							16410 3/31/2017	
Retro						831.60	(paid 6/1/17)	
						\$ 150.00	(paid 1/25/18)	
Profit Sharing 2017								
						2,269.76	(paid 3/9/18)	
Vacation Pay - 2018								
2010		\$	113,021.02	200.65				
		- J	113,021.02	309.65	14	4,335.10	(paid 3/29/2018)	
Sick Pay - 2018								
		\$	113,021.02	309.65	12	3,715.80	(paid 3/29/2018)	
					12	3,713.80	(paia 3/29/2018)	
/acation Pay - 2017 - (adju	istment pai	d in 2018)				523.46		
Sick Pay - 2017 - (adjustme	ent paid in 2	2018)				448.68		
End of Torm Dayout 2017						972.14	(paid 3/29/2018)	-
End of Term Payout - 2018		1						
		\$	111,317.70	304.98	54	16,468.92	(paid 6/29/2018)	
Profit Sharing - 2018						1.141.03	(paid 3/8/19)	
						2,177.00	(bein 3/0/13)	

			L	С								
Nation	al Officer:	Eugenio Varga	S		Overpayment	Calculation						+
			-									_
				Annual	Daily amount	Eligible						+
				Salary	(divide by 365)	Days to pay		Payment				
Vacation	Pay - 2018											
		t - paid in error (a)	\$	113,021.02	309.65	14	\$	4,335.10	(paid	3/29/2018)		
	Correct calculat	tion amount	\$	97,662.72	267.57	14	\$	3,745.98	1			
			4			Overpayment	\$	589.12		\$ 589.12		
Sick Pay	- 2018		+									_
	Original amoun	t - paid in error (a)	\$	113,021.02	309.65	12	¢	3 715 90	' Ingid	2/20/2010)		+
	Correct calculat	tion amount	\$	97,662.72	267.57	12		3,210.84	(paid 3/29/2018)			+-
				0.,002.72	207.37	Overpayment	\$	504.96		\$ 504.96		
End of te	erm payout - 201	R	_									
		t - paid in error (a)	\$	111,317.70	304.98	54	\$	16,468.92	Ingid	6/29/2018)		+
	Correct calculat		\$	97,662.60	267.57	54	-	14,448.78	ipuia	0/23/2010)		+
			1			Overpayment	\$	2,020.14	-	\$ 2,020.14		
												+
		justment paid in 20				Overpayment	\$	523.46		\$ 523.46	(paid 3/29/	2018
Sick Pay	- 2017 - (adjustn	nent paid in 2018	all pai	id in error)		Overpayment	\$	448.68		\$ 448.68	(paid 3/29/	
			+-			Overpayment su	htot	al		\$ 4,086.36	**	
						o i or poyment su	000	U)		7 4,000.30		+
		Add 2018 profit-sh	naring	contribution p	aid (3/8/2019) on	excess amount al	ove	**		\$ 57.21	(based on 1	.4%)
		-	To	tal avarravu	mana disaba s	DEA						7
			10	tai overpayi	ment - due to A	APFA				\$ 4,143.57		
			1									
(a) - incl	uded union pay (MEA/SAF)										

A

Marcy Dunaway - National Secretary Pay

105 hours paid monthly at the highest purser pay including international overide, per the policy manual.

267.57 Daily rate for sick and vacation

Maximum flight attendant pay	60.13		
Purser Pay	7.50		
International pay	3.75		
	71.38	105 hours	7,494.9
Bi-monthly pay 4/1/16 - 12/31/16			3,747.4
Maximum flight attendant pay	61.33		
Purser Pay	7.50		
International pay	3.75		
	72.58	105 hours	7,620.90
Bi-monthly pay - 1/1/17 - 5/1/17			3,810.45
91,4	450.80 Annual sa	alary	
	250.55 Daily rate	for sick and va	acation
Maximum flight attendant pay	64.96		
Purser Pay	7.50		
International pay	3.75		
	76.21	105 hours	8,002.05
Bi-monthly pay - 5/2/17 - 12/31/17			4,001.03
96,0	24.60 Annual sa	lary	
2	63.08 Daily rate	for sick and va	cation
Maximum flight attendant pay	66.26		
Purser Pay	7.50		
International pay	3.75		
	77.51	105 hours	8,138.55
Bi-monthly pay - 1/1/18 - 3/31/18			4,069.28
The state of the s	62.60 Annual sa	lary	4,069.28

Pay rates effective 4/1/16

^{**} Pay rates effective 1/1/17 - 5/1/17

^{***} Pay rates effective 5/2/17 - 12/31/17 (1.6% increase)

^{****} Pay rates effective 1/1/18 - 3/31/18

				В			
National Officer: Marc							
National Officer: Iviard	y Dunaway						
		_	Annual	Daily amount	P1: -1-1		
			Salary	Daily amount (divide by 365)	Eligible	Davisson	
			Suidiy	(divide by 303)	Days to pay	Payment	
Profit Sharing - 2016							
						2,424.86	(paid 3/10/17)
Vacation Day 2017		_					
Vacation Pay - 2017		4					
		\$	91,450.80	250.55	14	3,507.70	(paid 3/31/2017)
Sick Pay - 2017		-					
		\$	91,450.80	250.55	12	3 006 60	(paid 3/31/2017)
					12	3,000.00	(pulu 3/31/201/)
Retro						831.60	(paid 6/1/17)
T-1-1-0 101							
Triple Grand Slam	_	1.5				300.00	(paid 7/6/17)
Grand Slam							
	\rightarrow					150.00	(paid 1/25/18)
Profit Sharing - 2018						2 270 25	(paid 3/9/18)
						2,210.33	(paid 3/9/18)
Vacation Pay - 2018							
		\$	112,659.36	308.66	14	4,321.24	(paid 3/29/2018)
Sick Pay - 2018		_					
SICK FBY - 2016		\$	112,659.36	308.66	40		
		7	112,039.30	308.00	12	3,703.92	(paid 3/29/2018)
Vacation Pay - 2017 - (adjustmer	nt paid in 2018)				513.10	
Sick Pay - 2017 - (adjustment pai	d in 2018)					439.80	
							(paid 3/29/2018)
F-1-67- B-1 - 2010							
End of Term Payout - 2018		A	440.000.00				
		\$	110,926.06	303.91	60	18,234.60	(paid 6/29/2018)
Profit Sharing - 2018						1 100 47	114 3/8/40)
						1,199.47	(paid 3/8/19)
		_					

				С									
													ŀ
Nation	nal Officer:	Marcy Dunawa	ay		Overpayment	Calculation							T
			+										
				Annual	Daily amount	Eligible							-
				Salary	(divide by 365)	Days to pay		Payment					+
Vacation	Pay - 2018												1
		t - paid in error (a)	\$	112,659.36	308.66	14	Ś	4,321.24	(paid 3	3/29/2	20181		+
	Correct calculat	ion amount	\$	97,662.72	267.57	14	\$	3,745.98		-,,-	.010,		-
						Overpayment	\$	575.26		\$	575.26		Ì
Sick Pay	- 2018	1	-				_						L
	Original amoun	t - paid in error (a)	\$	112,659.36	308.66	12	¢	3,703.92	. Inaid	2/20/2	1012)		-
	Correct calculat	ion amount	\$	97,662.72	267.57	12	-	3,210.84	(paid 2	5/29/2	018)		-
						Overpayment	\$	493.08	- !	\$	493.08		
End of te	erm payout - 201	8											
		t - paid in error (a)	\$	110,926.06	303.91	60	\$	18,234.60	(paid 6	c /20 /2	019		-
	Correct calculat	ion amount	\$	97,662.60	267.57	60	-	16,054,20	Iparo C	0/23/2	010/		-
						Overpayment	\$	2,180.40		\$	2,180.40		
acation	Pay - 2017 - (ad	justment paid in 201	l8a	II paid in error)		Overpayment	\$	513.10		\$	513.10	(paid 3/29/2	018)
ick Pay	- 2017 - (adjustm	ent paid in 2018a	II pai	d in error)		Overpayment	\$	439.80		\$	439.80	(paid 3/29/2	_
	1					Overpayment sul	otot	al	-	\$ i	4.201.64	**	
										Υ	1,202101		-
		Add 2018 profit-sh	aring	contribution p	aid (3/8/2019) on (excess amount ab	ove	**	5	\$	58.82	(based on 1.	4%)
			Tak	-1 -1									
			100	ai overpayn	nent - due to A	PFA				\$ 4	,260.46		
a) - inch	uded union pay (I	MEN/SAE)											

Α

Nena Martin - National Vice President Pay National President Pay (3/2/18)

110.5 hours paid monthly at the highest purser pay including international overide, per the policy manual.

aju	Maximum flight attendant pay		60.13		
	Purser Pay		7.50		
	International pay		3.75		
			71.38	110.5 hours	7,887.49
	Bi-monthly pay 4/1/16 - 12/31/16				3,943.75
aje aje	Maximum flight attendant pay		51.33		
	Purser Pay		7.50		
	International pay		3.75		
		7	72.58	110.5 hours	8,020.09
	Bi-monthly pay - 1/1/17 - 5/1/17				4,010.05
		96,241.08 An	nual sa	alary	
		263.67 Da	lly rate	for sick and va	cation
1k 3	Maximum flight attendant pay	6	4.96		
	Purser Pay		7.50		
	International pay		3.75		
		7	6.21	110.5 hours	8,421.21
	Bi-monthly pay - 5/2/17 - 12/31/17	that were the same of the same			4,210.60
			nual sa		
		276.86 Dai	ly rate	for sick and va	cation
* * *	Maximum flight attendant pay	6	6.26		
	Purser Pay		7.50		
	International pay		3.75		
		7	7.51	110.5 hours	8,564.86
I	Bi-monthly pay - 1/1/18 - 3/1/18				4,282.43
			iual sa Iv rate	lary for sick and vac	ration
		202130 5011	yraca	TOT SICK GITG VAC	
	Stepped In as President on 3/2/18				
k 364 384	Maximum flight attendant pay	60	6.26		
	Purser Pay	-	7.50		
	International pay		3.75		
			7.51	116 hours	8,991.16
F	Bi-monthly pay - 3/2/18 - 3/31/18				4,495.58
-		107,893.92 Ann	ual sal	ary	

295.60 Daily rate for sick and vacation

- * Pay rates effective 4/1/16
- ** Pay rates effective 1/1/17 5/1/17
- *** Pay rates effective 5/2/17 12/31/17 (1.6% increase)
- **** Pay rates effective 1/1/18 3/31/18

				В				
National Officer:	Nena Martin							
				1 1000				-
			Annual	Daily amount	Eligible			
		-	Salary	(divide by 365)	Days to pay	Payment		
Profit Sharing - 2016						2.541.90	(paid 3/10/17)	-
Vacation Pay - 2017		-					There of Tot I'l	
		\$	96,241.20	263.67	4.4	2 504 00		
		-	30,241.20	203.07	14	3,691.38	. (paid 3/31/2017)	-
Sick Pay - 2017								-
		\$	96,241.20	263.67	12	3,164.04	(paid 3/31/2017)	-
D. 4 . D							,,,	
Retro Pay						875.16	(paid 6/1/17)	
Triple Play Grand Slam		_						
riple riay Granu Siam						300.00	(paid 7/6/17)	
		_		н				
Grand Slam						150.00	(paid 1/25/18)	-
						150.00	[poid 1/23/18]	-
Profit Sharing - 2017						2,373.70	(paid 3/9/18)	1
Vacation Pay - 2018								
		\$	131,844.90	361.22	14	E 057 00		-
		7	131,044.50	301.22	14	5,057.08	(paid 3/29/2018)	-
Sick Pay - 2018		1						-
		\$	131,844.90	361.22	12	4,334.64	(paid 3/29/2018)	
/acation Pay - 2017 - (adju		18)				520.94		
Sick Pay - 2017 - (adjustme	nt paid in 2018)					439.80		
		-				960.74	(paid 3/29/18)	
and of Term Payout - 2018		14						
		\$	118,046.02	323.41	60	19 404 60	(paid 6/29/2018)	
					30	10,707.00	[puid 0/25/2010]	
Profit Sharing - 2018						1,279.64	(paid 3/8/19)	
		P					72,79,779	

				С								T
Nation	al Officer:	Nena Martin	İ		Overpayment	Calculation						
				Annual	D. 1							
			-	Salary	Daily amount	Eligible						
Vacation	Pay - 2018		-	Salary	(divide by 365)	Days to pay		Payment				-
		t - paid in error (a)	\$	131,844.90	361.22	14	Ċ	5,057.08	Innid 3	(29/2018)		+
	Correct calcula		\$	101,510.74	278.11	14		3,893.54	(pula 3)	29/2018/		+
						Overpayment	\$	1,163.54	\$	1,163.54		1
Sick Pay	- 2018		-				_					
	Original amoun	t - paid in error (a)	\$	131,844.90	361.22	12	Ś	4,334.64	Ingid 3	(29/2018)		+
	Correct calcula		\$	101,510.74	278.11	12	-	3,337.32	(paia 3)	29/2018)		+
						Overpayment	\$	997.32	\$	997.32		
End of te	erm payout - 201	.8	-									
	Original amoun	t - paid in error (a)	\$	118,046.02	323.41	60	\$	19,404.60	(paid 6)	(29/2018)		+
	Correct calcula	tion amount	\$	107,893.92	295.60	60	-	17,736.00	(para o)	23,2010,		+
			Į.			Overpayment	\$	1,668.60	\$	1,668.60		
Vacation	Pay - 2017 - (ac	ljustment paid in 20:	10 -	Il maid in annual		•						
		nent paid in 2018				Overpayment	\$	520.94	\$		(paid 3/29/.	
Sick I dy	- 2017 - (aujusti	nent paid in 2016	an pai	a in error)		Overpayment	\$	439.80	\$	439.80	(paid 3/29/	2018,
						Overpayment su	btot	al	\$	4,790.20	**	t
		Add 2018 profit-sh	naring	contribution pa	aid (3/8/2019) on	excess amount ab	ove	**	\$	67.06	(based on 1	4%)
											- acca on 1	
			Tot	tal overpayn	nent - due to A	PFA			\$	4,857.26		
			-								•	
(a) incl	uded union pay	INATA (CAF)	-				_					

Α

295.60 Daily rate for sick and vacation

Bob Ross - National President Pay

116 hours paid monthly at the highest purser pay including international overide, per the policy manual.

ste	Maximum flight attendant pay		60.13		
	Purser Pay		7.50		
	International pay		3.75		
	international pay		71.38	116 hours	8,280.08
	Bi-monthly pay 4/1/16 - 12/31/16				4,140.04
**	Maximum flight attendant pay		61.33		
	Purser Pav		7.50		
	International pay		3.75		
	, ,		72.58	116 hours	8,419.28
	Bi-monthly pay - 1/1/17 - 5/1/17				4,209.64
		101,031.36	Annual s	alarv	17.00103
		276.80	4	e for sick and	vacation
ir sik sik	Maximum flight attendant pay		64.96		
	Purser Pay		7.50		
	International pay		3.75		
			76.21	116 hours	8,840.36
	Bi-monthly pay - 5/2/17 - 12/31/17				4,420.18
		106,084.32	Annual s	alary	
		290.64	Daily rate	e for sick and	vacation
***	Maximum flight attendant pay		66.26		
	Maximum flight attendant pay Purser Pav		66.26 7.50		
	Purser Pay		7.50		
				116 hours	8,991.16
	Purser Pay		7.50 3.75	116 hours	8,991.16 4,495.58

^{*} Pay rates effective 4/1/16

^{**} Pay rates effective 1/1/17 - 5/1/17

^{***} Pay rates effective 5/2/17 - 12/31/17 (1.6% increase)

^{****} Pay rates effective 1/1/18 - 7/31/18

			В				
National Officer:	Bob F	Ross					
		Annual	Daily amount	Eligible			
		Salary	(divide by 365)	Days to pay	Payment		
Profit Sharing - 2016	11				2,652.22	(paid 3/10/17)	
Vacation Pay - 2017							
		\$ 101,031	36 276.80	14	3,875.20	(paid 3/31/17)	
Sick Pay - 2017							
		\$ 101,031.	36 276.80	12	3,321.60	(paid 3/31/17)	
Retro - Wage Arbitration	1.6%			918.72	(paid 5/1/17)		
Triple Play Grand Slam					300.00	(paid 7/6/17)	
Grand slam	-				150.00	(paid 1/25/18)	
(Additional \$5	0 grand s	lam paid on 2/15,	/18 salary check)		130.00	(paia 1/25/18)	
2017 Profit Sharing					2,458.19	(paid 3/9/18)	
Vacation & Sick Pay - 20		(paid 3/29/2018)					
Vacation Pay - 2017 (rer	naining u	nused days per ag	greement)				
		\$ 114,632.	57 314.06	17	5,339.02	(paid 3/29/2018)	
Vacation Pay - 2018 (rer	naining	nucad days nor a	Troomout)				
(12)	THE CONTRACTOR	\$ 122,121.		29	9 702 82	(paid 3/29/2018)	
			ecks in the amount)	[paid 3/23/2010]	
Sick Pay - 2018							
		\$ 122,121.	69 334.58	12	4,014.96	(paid 3/29/2018)	
End of Term Payout - 20	17 (Janu	ary 1 - December :	31, 2017)				
		\$.118,046.	02 334.58	35	11,710.30	(paid 3/29/2018)	
		(Paid in two ch	ecks in the amount	of \$3,903.43 each	and one for \$3,	903.44)	
End of Torm Property 20	10/1						
End of Term Payout - 20	re fraum	5 118,046.		20.44	5 036 55		
			ecks in the amount	20.44 of \$3,419.41 each		(paid 3/29/2018)	
Profit sharing 2018	-				1 402 00	(paid 3/8/19)	
					1,405.39	(paic 3/8/19)	

				С								T
Nation	nal Officer:	Bob Ross					_					
Valior	iai Officer:	BOD ROSS	-		Overpayment	Calculation						
			1									+
				Annual	Daily amount	Eligible						T
Vacation	Pay - 2017		-	Salary	(divide by 365)	Days to pay		Payment				T
vacation	Original amoun		Ś	101 031 75								
	Original amoun		2	101,031.36	276.80		\$	3,875.20	000000000000000000000000000000000000000	3/31/17		1
		-	1			Overpayment	\$		\$			1
Sick Pay	- 2017		-				_					+
	Original amoun	t	\$	101.031.36	276.80	12	c	3,321.60	OV Inci	13/31/17)		+
				202,022.20	270.00	Overpayment	\$	3,321.00	\$	23/31/1//		+
	Maria de la companya								~			+
Vacation	& Sick Pay - 201	7 - (adjustment paid	d in 20	18all paid in	error)	Overpayment	\$	968.76	\$	968.76		T
Vacation	Pay - 2017 (som	aining unused days										I
- 30010011		t - paid in error (a)	per ag	114.632.67	24.00		-					1
	Correct calculat		5	101.031.36	314.06			5,339.02	(poid 3/	29/2018)		1
	Correct carculat	ION BINDUIL	3	101,031.36	276.80		-	4,705.60				1
			-			Overpayment	\$	633,42	\$	633.42		4
Vacation	Pay - 2018 (rem	aining unused days	per ag	reement)			-					+
	Original amount	- paid in error (a)	\$	122,121.70	334.58	29	Ś	9,702.82	(nali) 2/	19/2012)		+
	Correct calculat	ion amount	\$	107,893.92	295.60		_	8,572.40	1,914110 32 4	(a) mu + u)		+
						Overpayment	\$	1,130.42	\$	1,130.42		
Sick Pay	- 2018		_				_					I
		- paid in error (a)	S	122,121.69	334.58	12	6	401100		0.000		+
	Correct calculat		S	107.893.92	295.60		-	4,014.96 3,547.20	(para 3/2	19/2018)		+
				207,033.32	293,00	Overpayment	5	467.76	S	467.76		1
						Overpayment	2	407.70	2	407.70		+
End of te	rm payout - 2017	(January 1 - Decem	nber 3:	1, 2017)								+
	Original amount	- paid in error (a)	\$	118,046.02	334.58	35	Ś	11,710.30	(paid 3/)	9/2018)		+
	Correct calculati	on amount	5	107,893.92	295.60	35	5	10,346.00	100000			+
			L			Overpayment	\$	1,364.30	\$	1,364.30		
	10.000											T
end of Te		8 (January 1 - July 3:										T
		- paid in error (a)	S	118,046.02	334.58			6,838.82	(poid 3/2	29/2018)		I
	Correct calculati	on amount	\$	107,893.92	295.60		_	5,042.06				1
						Overpayment	\$	796.75	\$	796.75		+
												+
						Overpayment su	btot	al	\$	5,361.41	**	
		Add 2018 profit-sh	aring	contribution n	aid (3/8/2019) on a	vrees amount ab	nue '	*	\$	75.00	(based on 1	
		V			19/3/2020/0110	omosin do			7	73.00	logsed on 1	.47
			Tot	al overpavi	ment - due to A	PFA			Ś	5,436.47	i	
									13	3,430.47		